



SPRING 1999

THE ARMY ACQUISITION WORKFORCE

LETTERS

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Volume 1, Number 3

The Army Acquisition Workforce Newsletter is a publication for the U.S. Army Acquisition Workforce printed by the Acquisition Career Management Office. It is available in hard copy and on the AAC Homepage at <http://www.dacm.sarda.army.mil>.

SARDA Receives Logistics Function, Name Change

Effective February 16, 1999, the logistics mission and functions, with its accompanying personnel, resources and assigned physical space, managed under the Assistant

Secretary of the Army (Installations, Logistics and Environment) [ASA(IL&E)], were placed under the operational control of the Assistant Secretary of the Army (Research, Development, and Acquisition) [ASA(RDA)]. The goal of this action is to consolidate acquisition and logistics policy and oversight in one place for greater efficiency. Because of this change, the two organizations have been renamed. ASA (RDA) is now ASA (Acquisition, Logistics and Technology) and ASA (IL&E) is ASA (Installations and Environment).

New Position for Southern Region Established

Keith Charles, Deputy Director for Acquisition Career Management, is implementing a pilot program for the Southern Region of the Army Acquisition Workforce (AAW) in the Huntsville/Redstone Arsenal, Alabama Community. The Southern Regional Headquarters is opening in March and will continue the effort to improve career management support to the acquisition workforce. As part of that concept, Ms. Maxine Maples has been appointed to the newly created position of Special Assistant/Regional Director for Acquisition Career Management Initiatives in the Southern Region.

With over twenty years of acquisition experience, Ms. Maples is uniquely qualified to lead this new program. She is a member of the AAC, served as an Acquisition Career Management Advocate (ACMA) for PEO Air and Missile Defense and is certified in two acquisition career fields.

Ms. Maples will interface with the Army Acquisition Workforce, the Acquisition Career Management Advocates, Program Executive Officers, Program and Product Managers and Commanders in

New Position, continued on page 9



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Training for the Acquisition Personnel Demonstration Project

Approximately 1,700 Army civilian acquisition professionals will soon be participating in a demonstration project covering a wide array of career and personnel topics, including: broadbanding; a simplified classification system; the Contribution-based Compensation and Appraisal System; hiring; priority placement program modifications; critical skills training; workforce shaping; sabbaticals; voluntary emeritus program; and conversion back to the former system. Implementation of this new initiative will run from February 9, 1999, through March 28, 1999.

The purpose of the project is to establish a flexible and responsive personnel system—one that improves the Department's ability to attract, develop, motivate, and retain a high quality workforce. The project is intended to enhance the effectiveness of the DoD acquisition community and to expand the opportunities available to employees. The demonstration system retains, recognizes, and rewards employees for their con-

tributions, and supports their professional growth.

Training

Most participants will learn about the demonstration project through Internet-delivered tutorials. All participating employees will receive a general overview of the project's personnel initiatives and procedures, while managers and administrative staff will also receive role-specific training. In addition, any new employees hired during the project's duration should also receive training. The tutorial can be found at <http://www.dcpso.dla.mil/ademo/default.htm>.

Information on the initial implementation training for supervisors, employees, labor officials and personnel specialists can be found in Appendix K: Training Plan of the DoD/Army Operating Procedures. The Operating Procedures are posted on the Personnel Demo section on the Army Acquisition Corps Homepage at <http://dacm.sarda.army.mil/demo>.

Demonstration Project, continued on page 4

Fort Lee's Contracting Initiative Saves 1.6 Million

by Robert Winne

A vision begins with an idea. The vision of the Training and Doctrine Command (TRADOC) a little more than four years ago was to provide selected installations within the command the authority to procure Architect-Engineer (A-E) Services. At the time, this contracting function was predominately limited to the U.S. Army Corps of Engineers. In the summer of 1994, TRADOC acted on this idea and requested a waiver to the Army Federal Acquisition Regulation (AFAR) to procure A-E Services. In the fall of that same year, TRADOC received the waiver and was granted a two-year test period authorized by the Secretary of the Army for Research, Development and Acquisition (SARDA) with concurrence from the Headquarters of the United States Army Corps of Engineers (HQ USACE). Fort Lee was one of five TRADOC installations selected to participate in the test. The test would literally be a joint venture between the

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AAC Exhibit Coming to You!

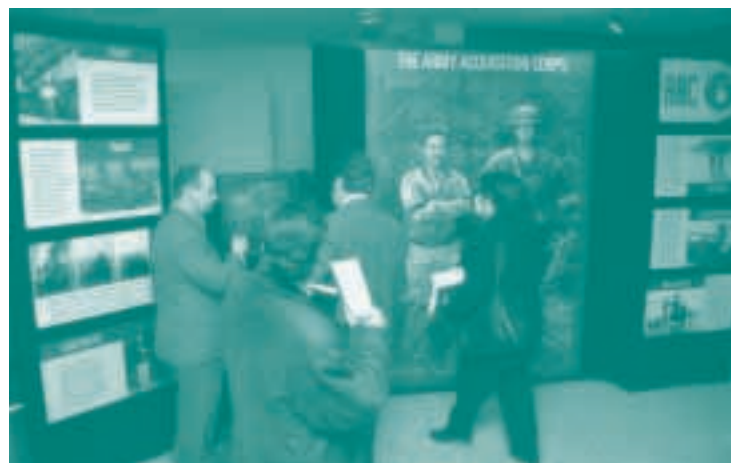
The new Army Acquisition Corps display, "We're With You!" made its debut appearance at the Association of the United States Army (AUSA) Annual Meeting in Washington, DC, October 12-14, 1998. The exhibit includes an interactive music video featuring a specially commissioned country-rock song of the same title.

A full-color companion calendar, featuring original photographs of workforce members, soldiers, and the weapons systems they support, was handed out to exhibit visitors. CDs of the new song were also distributed. There are still a few calendars and CDs left—if you would like to request a copy please e-mail your request to wellsb@sarda.

army.mil. Copies are available while supplies last!

The focus of this year's exhibit is the acquisition professional and the soldier working side-by-side as part of the weapons systems team.

Mr. Keith Charles, Deputy Director for Acquisition Career Management, kicked off this year's roadshow on January 21, 1999, in the National Capital Region at Fort Belvoir, Virginia. Following the January Roadshow the AAC/AAW Roadshow continued at



The AAC/AAW displayed at the National Capital Region January Roadshow.

STRICOM in Orlando, Florida, February 9-11 and will be at FORSCOM in Atlanta, Georgia, April 15-16. See the Career Calendar section on page 11 for future Roadshow dates and locations.

Operational Experience to Fulfill the Army's Vision

Most organizations have a vision that provides focus to their organization's mission. The common themes of three organizational visions form the foundation of the Army Acquisition Corps' Operational Experience program. Pieces of these visions and their common themes are as follows:

The Army Vision—“a total force of quality soldiers and civilians equipped with the most modern weapons and equipment...”

Army Acquisition Vision—“providing warfighters affordable world class systems and services...” and

Army Acquisition Corps Vision—“providing soldiers systems critical to decisive victory now and in the 21st century through development, integration, acquisition, fielding and sustainment.”

With the downsizing of active forces continuing to strain the availability of today's warfighters, civilians are being tasked more frequently to fill acqui-

sition positions once held only by military personnel. While this practice involves a major cultural change, it will provide the Army more flexibility to meet future challenges and increase

competition for senior level jobs, resulting in the best-qualified leader in charge. Thus, the need to establish closer ties between the acquisition and warfighter communities is now greater than ever. The more insight acquisition personnel have of the warfighter in an operational environment, the more their understanding of soldier, weapon, and equipment interface is enhanced.



Operational Experience participants during an orientation visit to the National Training Center (NTC) discussing maintenance of an Abrams M1A1 tank with a BLUFOR tank crew.

News You Can Use

THE AAC OPERATIONAL EXPERIENCE PROGRAM IS HERE!

The Operational Experience program will be offered to all members of the AAW. Participants will have the opportunity to observe and participate with combat units in a tactical environment at the National and/or Joint Readiness Training Centers. Other opportunities include annual major warfighter exercises worldwide and assignments to brigade/division staffs and Army contingency contracting commands operating in multiple Theaters of Operation.

Army Acquisition Workforce individuals can view operational experiences

currently available in the Army Education, Training and Experience Catalog under the Career Development section of the AAC Homepage, <<http://dacm.sarda.army.mil/careerdevelopment/>>. Assignments currently advertised in the AETE Catalog cover the time period from March–November 1999. Typical assignments last from one to three weeks, with some lasting up to six months.

Be on the look out for future opportunities! The next Operational Experience selection board is currently scheduled for June 1999.

To meet the challenge of enhancing this understanding, the Army Acquisition Community is offering an Operational Experience program to all members of the Army Acquisition Workforce (AAW). This program places great emphasis on soldier, weapon, and equipment interface in an actual field environment. Workforce members will be given the opportunity to gain first-hand experience in operational environments. Future expansion of the program will include a greater variety of operational experiences, including professional military education opportunities.

The Army's Acquisition Career Management Office (ACMO) has partnered with several of the Army's premier warfighter training organizations to develop an Operational Experience program. Examples of participating organizations include, but are not limited to, the following:

Operational Experience, continued on page 10

Demonstration Project, continued from page 2

Train-the-Trainer Course

An Army train-the-trainer course is available to participating organizations. To schedule training, please contact Mr. Tony Echols at the phone number at the end of the article.

Terminal Learning Objectives

The following learning objectives are the desired training outcomes for each target audience.

All employees should be able to:

- Explain the goals and objectives of the demonstration project and potential benefits to individual participants.
- List resources and references available.
- Describe the project's major elements.
- State how he or she will be affected, especially in regard to pay, promotion, performance appraisal, and other personnel actions.
- Explain individual responsibilities concerning the Contribution-based Compensation and Appraisal System.

In addition, supervisors and managers should also be able to:

- Articulate the project's major elements and benefits to subordinates.
- Develop plans and procedures to implement the project within their organizations.
- Describe managers' and employees' responsibilities in the Contribution-based Compensation and Appraisal System.

In addition to the previous objectives, administrative support/human resources personnel should be able to:

- Describe in detail and implement the project's major elements.
- Develop personnel plans and procedures to implement the project within their organizations.

Participating organizations include the following Program Executive Offices (PEOs) and associated Program/Project/Product Offices:

- PEO Command, Control and Communications Systems

- PEO Intelligence, Electronic Warfare and Sensors
- PEO Ground Combat and Support Systems
- PEO Reserve Component Automation System
- PEO Standard Army Management Information Systems.

Other participants include:

- Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology.
- Army Acquisition Executive Support Agency
- Joint Program Office for Biological Defense
- Defense Supply Services Washington
- Portions of Headquarters, Military Traffic Management Command, the U.S. Army Operational Test & Evaluation Command, U.S. Army Medical Command, and the U.S. Eighth Army, Korea.

For more information, please contact Mr. Anthony Echols, SARD-ZAC, at (703) 604-7145, DSN 664-7145, or e-mail <echolsa@sarda.army.mil>.

USACCK First Army Participant in Demonstration Project

Effective 10 February 1999, the U.S. Army Contracting Command Korea (USACCK) became the first Army agency to participate in the DoD Civilian Acquisition Workforce Personnel Demonstration Project.

The initial participants are at the management/supervisor level. They are as follows:

Perry Hicks, Director of Contracting
Diana Harmonson-Walls, Project Manager, Chief, Policy & Plans Branch
Bobbie Cole, Historian, Chief, Administration Branch
Henrietta White, Chief, Contract Support Division
Stephen Bradford, Deputy, Contract Operation Division
Carl Stubbart, Chief, Technical & Contract Admin Division

Kathy Salas, Chief, Services Branch
Joseph Arnaud, Chief, Compliance Branch

Pamela Hastings, Chief, Non-Appropriated Fund Branch

Ronald Parrish, Chief, Information Management Office

Brian Smith, Chief, Quality Assurance Branch

Charles Wilder, II, Contract Attorney

Mr. Hicks was the first Army employee reassigned to the demonstration project.

USACCK is especially thankful for the expert guidance we received from Mr. Tony Echols, Army Project Officer and Ms. Doby Nicklas, DoD Civilian Acquisition Workforce Personnel Demonstration Project Officer and for their endurance of the long trip to Seoul to train us on the project. Mr. Jerold Lee was particularly helpful in providing advance information and was responsible for setting up the training.

There are many who made the transition successful. Even though the following list does not include everyone, their contribution was so critical we would like to recognize them with a special thanks:

Rosetta McFall, Civilian Personnel Division

Scott McCue, Resource Management

Ms. Kim, Y.C., Civilian Personnel Advisory Center

Dave Gerdis, Ken Starke, Cindy Barnes, and Sarabeth Walker, Civilian Personnel Operating Center, Taegu for expediting our paperwork in order to be the first implemented in DoD.

Mrs. Diana Harmonson-Walls is the project leader in USACCK who is responsible, with the help of Ms. Bobbie Cole, for all the hard work that made the transition seem transparent to the managers/supervisors of USACCK. She has earned our sincerest appreciation and thanks for a job well done. She can be reached at <harmonsond@usfk.korea.army.mil>.

Career News Briefs

Army Acquisition Workforce/Corps-Reserve Component Data Call

The U.S. Army Reserve has recently established an Acquisition Personnel Management Office at AR-PERSCOM. Its first order of business is to revalidate and access qualified or potential AAW/AAC-RC officers based on position requirements and the overall needs of the Service. To facilitate this, all reserve officers who work in acquisition-related positions are requested to complete a data call packet and return it to the Acquisition Personnel Management Office at AR-PERSCOM within 30 days of receipt. The data packet can be found on the AAC Homepage at <<http://dacm.sarda.army.mil/news/AAWAAC-RC.htm>>. This data call is extremely important to your future career in the AAW/AAC. Please complete the packet even if you have previously provided AAW/AAC membership or qualification data to AR-PERSCOM. Upon receipt, the Acquisition Personnel Management Office will process your packet and provide you with the results of the accession, certification, and validation board. If accessed by the board, the Office will then define the necessary training required to continue your development as an AAW/AAC professional, thereby qualifying you for critical acquisition positions within the USAR. Since AAW/AAC-AR officers can dual-track, those accessed will still be eligible for basic branch or other functional area assignments.

Waldshmidt Appointed New ACMA for National Capital Region

Congratulations to Mr. Bruce H. Waldshmidt, Director of Acquisition Policy for the Deputy Assistant Secretary (Plans, Program, and Policy), on his recent appointment as Acquisition Career Management

Advocate (ACMA) for the National Capital Region. Mr. Waldshmidt is a senior-level acquisition professional with over twenty-five years of acquisition experience. He has a B.A. degree in Economics from Cornell College and an M.S. degree in Contract Acquisition Management from Florida Institute of Technology. He is also a graduate of the Industrial College of the Armed Forces. As an ACMA, he is responsible for communicating information about acquisition programs, education, training, and competitive job opportunities to the acquisition workforce.

OPM SES Workshop

The Office of Personnel Management will conduct a series of FREE workshops for employees in the grades GS-14 and 15 who aspire to the senior executive service (SES) ranks. The sessions focus on the new executive core qualifications for the SES. Workshops will be held at OPM Headquarters in Washington, DC on the following dates: March 18, May 20, July 15, and September 16. For more information call (202) 606-1915 or e-mail <seshelp@opm.gov>.

IDP Requirement

The Individual Development Plan (IDP) is a critical document in identifying and tracking an acquisition professional's career objectives in the areas of experience, education, and training. Each member of the Army acquisition workforce, military and civilian, is required to complete an IDP regardless of grade, payband equivalent, military rank or certification level no later than June 30, 1999. This IDP shall be updated on an annual basis during annual performance evaluation reviews. For military personnel, normal assignment process will continue to

be followed to ensure the Army's and your professional development requirements are met. An automated process has been created to facilitate the development and modification of IDPs. The automated IDP may be found on the Army Acquisition Corps Homepage at <<http://dacm.sarda.army.mil/careerdevelopment>>. Effective June 1999, an automated IDP must be approved before students can apply for a course offered by the Defense Acquisition University. Your IDP will ensure that you can take advantage of the education, training and experience opportunities afforded to you. Your career success as a member of the Army's acquisition workforce is vitally important to the future of our nation.

News Alert to All GS 14s-15s and Army Acquisition Corps Members

Please contact your Functional Acquisition Specialist (FAS) as soon as possible to update or provide your e-mail address. To determine who your FAS is, consult the Contact section of the Army Acquisition Corps Homepage at <<http://dacm.sarda.army.mil/contacts/fas.html>>. E-mail is becoming the primary means to communicate with the workforce, and we want to be sure you get the information you need!



Cerutti Takes the Helm as ACMO's Director

Col. Edward A. Cerutti, former Commander, Defense Contract Management Command Raytheon, assumed new duties as Director of the Acquisition Career Management Office (ACMO) in the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology (formerly Research Development and Acquisition) in September 1998.

Backed by more than 24 years of active military service, Cerutti has served in a number of key positions, including assignment as a member of the Army Acquisition Corps Reengineering Team;



Col. Edward A. Cerutti

Professor of Systems Acquisition Management at the Defense Systems Management College; and Commander of the 4th Battalion, 27th Field Artillery Regiment (Multiple Launch Rocket System) in Babenhausen, Germany.

A member of the Army Acquisition Corps, he holds a B.S. degree in engineering from the U.S. Military Academy, and M.S. and Ph.D. degrees in mechanical engineering from the University of Arizona. He has also completed the Field Artillery Basic and Advanced Courses, the Army Command and General Staff College, and the Army War College.

Among his awards and decorations are the Defense Superior Service Medal, the Meritorious Service Medal with four Oak Leaf Clusters, the Army Commendation Medal, and the Army Achievement Medal. Cerutti recently received the Acquisition Commander of the Year Award for FY97.

You Said It!

We asked you for your comments and suggestions about *The Army Acquisition Workforce Newsletter*. Here are some of your comments. Thanks for your input. Keep those cards, letters, and e-mails coming!

"I really enjoy the newsletter and want to make sure I continue receiving it."—*Redstone Arsenal*

"I was not able to receive the hard copy of the newsletter due to a recent address change, but having it posted on your web page helps tremendously!"—*Huntsville*

"I enjoy reading the articles sent in from various locations. It keeps me informed as to what other organizations are doing. Keep them coming."—*Fort Monmouth*

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Directorate of Public Works (DPW) and the Directorate of Contracting (DOC) on each of the test installation sites. Together, both would be responsible for every aspect of the acquisition and engineering process associated with A-E contracting.

A Different Approach

While the other four test sites designated a Contract Specialist within the DOC to serve as the main point of contact for all A-E procurement actions, Fort Lee elected to dedicate a full time Contract Specialist to this initiative and to locate that Contract Specialist within the DPW. Both organizations felt it was critical that the Contract Specialist understand the DPW priorities and business practices, as well as establish a working relationship with the DPW staff and Project Managers. This concept has proven successful, as the Fort Lee Architect-Engineer Initiative (AEI) is now viewed as the model A-E Contracting program within TRADOC as well as throughout the Department of the Army.

At Fort Lee, as throughout the Corps of Engineers, a majority of A-E projects are awarded under Indefinite Delivery Contracts (IDC). This contract vehicle allows for an indefinite quantity and delivery schedule, within stated limits, of A-E services to be furnished during a specific time period by issuing Task Orders against the IDC. Prior to award of an IDC for A-E Services, the Fort Lee DPW is responsible for an array of pre-solicitation and pre-award activities. Such activities include the preparation and the issuance of Commerce Business Daily (CBD) announcements, conducting Pre-Selection and Selection Boards, and conducting negotiations with the Top Ranked firm, along with various other activities required prior to contract award.

Fort Lee approaches the A-E contracting process with responsibility and integrity. The approach is structured, yet very streamlined. Each Project Manager (PM) is responsible for every aspect of the engineering portion of a project, such as the development of the Scopes of Work (SOW), Independent Government Estimates (IGE) for

the design, Construction Estimates, etc. In some instances, should a construction contract be executed in-house through the Job Order Contracting (JOC) Branch, the AEI, or through the Fort Lee DOC, the Project Manager may also serve as the Inspector once the design ultimately is taken to the construction phase. The DPW Contract Specialist serves as the Program Manager for the entire Fort Lee program as well as a Point of Contact within TRADOC on various A-E issues.

The Award and Afterward

Once the award of the IDC has taken place, projects can be initiated and ultimately awarded under the IDC. When a design project is identified, the Chief of Engineering Services assigns a Project Manager and assists in the initial development of the project requirements. Upon completion of the required documents by the PM, all project information is then routed to the Contract Specialist for review and final development of the Request for Proposal (RFP) package to be issued to

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People Profile

Rinnetta McGhee

Meet Rinnetta McGhee, currently a Program Acquisition Manager at the Communication Electronics Command (CECOM) Logistics Readiness Center (LRC) in the Joint Tactical Area Communications Systems Branch at Fort Monmouth, New Jersey. She also serves as Acting Project Leader for the AN/GRC-226 Radio Retest/Repair Effort and the AN/GRC-222 Radio Retrofit Effort. She manages retrofit team efforts with readiness fielding representatives, integrated logistics support item managers, production engineers, and procurement and contractor personnel. Rinnetta frequently travels to centralized Army locations throughout the United States to provide pre-briefs, coordinate the signing of memorandums of agreements, and to lead the retrofit effort. She is assigned to LRC for one year. This is all part of her developmental



assignment as a member of the 1998 Competitive Development Group.

Rinnetta says understanding and meeting the needs of the Army units from a logistics viewpoint is her greatest acquisition challenge in her current assignment. She says she is impressed with the way acquisition career management is meeting the needs of the Army over-

all. She strongly believes that a streamlined Army in this age of "rapidly changing technology" can only be effective and remain strong if it is comprised of educated, trained, and experienced acquisition leaders. When asked what is the best part of being an acquisition professional for the Army, Rinnetta said, "It provides me with the opportunity to stay informed of 'leading-edge' technological advancements, and assists me in understanding how technological advancements do and can meet the user's need."

Rinnetta has been with the Army for 10 years, working mainly in the software/computer engineering field. She was

an Army Material Command software engineering intern and graduated from the software engineering program at the Army School of Engineering and Logistics at Texarkana, Texas in 1988. She also graduated from a three-year CECOM Civilian Leadership Development Program in 1996. She holds Masters' degrees in software engineering and electronics engineering from Monmouth University (Long Branch, New Jersey) and an Executive Master's of Business Administration degree from Rutgers University in Newark, New Jersey. She is currently enrolled in the non-resident Army Management Staff College Program. Previous to her current assignment, Rinnetta provided software engineering technical expertise to the CECOM Software Engineering Center in support of the Project Manager, Army Tactical Command and Control Systems at Fort Monmouth, New Jersey.

On her own time, Rinnetta is an artist who enjoys painting and sketching. She is actively involved in aerobics and the culinary arts. Her volunteer work includes preparing meals for the homeless, and mentoring and counseling disadvantaged youths.

AAC's 10th Year Anniversary Commemoration

On October 13, 1989, the Chief of Staff approved the creation of the Army Acquisition Corps. At that time, the Secretary of the Army emphasized that the Army would intensively manage these acquisition specialists to create a dedicated corps of both military and civilian acquisition leaders.

The Director of Acquisition Career Management (DACM) desires to commemorate the Army Acquisition Corps' 10th Year Anniversary during the week of the 1999 Association of the United States Army (AUSA) Annual Meeting (October 11-13, 1999). Some of the activities planned may include a pictorial display capturing the history of the AAC in the Pentagon Main Corridor, an AAC Hospitality Suite and Exhibit at the AUSA Annual Meeting, and an AAC Ball.

The DACM has solicited support from the field to form a Process Action Team (PAT) for the AAC's 10th Year Anniversary commemoration. Senior AAC leadership support to this request has been enthusiastic and will be essential in conveying the "field perspective."

The DACM has also approved the creation of an Association for all active component acquisition military and civilian personnel. The Association will be a government organization and will serve as a regional source of AAC information and history.

The PAT will define the overall goals and objectives of the commemoration, identify specific events associated with the campaign, recommend an implementation strategy and establish the Association. Updates on anniversary

commemoration activities will be provided to the Army Acquisition Workforce and a web site on the commemoration will be created.

The AAC Ball will be held on October 10, 1999 in the Washington, DC metro area. Distinguished guests to this function will include members of Congress, the Office of the Secretary of Defense staff, the Secretariat and Army staff, and senior AAC military and civilian leaders. The Association's inaugural ceremony will be conducted during the AAC Ball.

For additional information, contact Mr. Tony Echols at (703) 604-7145 or Ms. Donna Wood at (703) 604-7028, DSN 664 in the Acquisition Career Management Office.

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the A-E. Upon receipt of the RFP by the A-E, both the A-E and the Government schedule a pre-proposal conference and site visit. Within one to two weeks after the pre-proposal conference, the A-E is required to submit both a fee and technical proposal. Once in receipt of the A-E's proposal, the DPW Contracting/ Engineering team conducts both a technical and price analysis and pre-negotiation objectives are established.

Next, negotiations are held, typically conducted by the Contract Specialist, with assistance from the PM. Once negotiations are finalized, the Contract Specialist prepares the Price Negotiation Memorandum (PNM), and receives approval from the Contracting Officer at the DOC. Funding documents are then prepared and forwarded to the Specialist to prepare the award. From this point, the Task Order is signed by the Contracting Officer and is issued to the A-E. From the issuance of the RFP to award of the Task Order takes approximately 30 days. When a project warrants, a project can be issued, negotiated and awarded in as few as two weeks. Prior to the implementation of the AEI, the average turn-around time for award of a Task Order from our Corps District was in excess of 90 days.

Once the Task Order is issued, the A-E firm coordinates directly with the Fort Lee Project Manager for scheduling and conducting of Field Investigations, Topographic Surveys, Drawing Researches, review meetings, etc. During the design process, the Contract Specialist is included in many of the meetings, discussions, and reviews. This provides for continuity when dealing and speaking with the A-E on a particular project.

Evaluating Fort Lee's Program

At the conclusion of the two-year test period, Fort Lee was selected as the test site to be evaluated. This was due to the fact that Fort Lee's program had been the most active participant and the most successful in terms of the total number of contract actions awarded and dollars obligated. This lone evaluation served as the determining factor on whether TRADOC

was to receive permanent A-E contracting authority. The evaluation was conducted in April 1997 and the evaluation team consisted of two individuals from HQ USACE and one from SARDA. The two-day evaluation consisted of a comprehensive review of contract files and procedures such as compliance with acquisition regulations (i.e., FAR, AFAR, DFAR, etc.), a review of the A-E selection process, verification of the 6% design limitation on projects, a review of the submission of Architect-Engineer Contract administration Support System (ACASS) evaluations at the conclusion of contracts, estimated cost savings and timeliness of all contract actions, and feedback from the A-E community, along with several other important evaluation factors.

To date, the Fort Lee Architect-Engineer Initiative has awarded in excess of \$4.1 million dollars in A-E projects with an estimated construction value exceeding \$50 million dollars.

The evaluation team concluded that all contract files were in excellent condition, negotiation documentation was very thorough, all regulations had been adhered to, as was the 6% design limitation, and the use and submission of ACASS was evident. The most impressive and discussed evaluation factor was that of the total estimated savings generated during the test period. The estimated dollar savings are defined as the DPW's and DOC's actual in-house man-hour costs (including overhead) vs. the estimated costs to procure like services through the Corps of Engineers. As of December 31, 1998, the estimated cost savings to the DPW has exceeded \$1.6 million dollars, with much of the generated savings having been re-invested in various design and construction projects. The cost savings are a direct result of the in-house acquisition and engineering capabilities within the DPW.

In all, the evaluation was a success and it was the recommendation of the evaluation team to grant permanent A-E authority to TRADOC. In July of 1997, the re-write to AFAR 36.600-90 "Authority for Architect-Engineer Contracting" was implemented.

Success in Action

To date, the Fort Lee Architect-Engineer Initiative has awarded in excess of \$4.1 million dollars in A-E projects with an estimated construction value exceeding \$50 million dollars. Examples of awards under the Fort Lee AEI include renovations and upgrades to Army Family Housing Units, repairs and upgrades of barracks and administrative facilities, and several environmental projects such as Asbestos Surveys, Streambank Erosion Control and the Inflow/Infiltration of the Fort Lee Storm Water System.

With the A-E authority, Fort Lee also services the other DPWs in the Tidewater region that includes Fort Eustis, Fort Story and Fort Monroe. This sharing of contracting authority has greatly assisted and provided regional partners with quick and efficient service while also saving them both time and money from dwindling resources.

This unique and innovative contracting function has provided the Fort Lee DPW the opportunity to control its own destiny by allowing for the execution, administration and managing of dozens of projects at once, while allowing for the flexibility to change priorities instantly and to focus attention on mission essential and/or command interest projects. For more information on the AEI, contact Robert Winne, (804) 734-5150 or 4545, DSN 687, e-mail at <winner@lee.army.mil>.

Robert Winne (right) is an 1102 Contract Specialist and serves as the Program Manager for the Fort Lee DPW Architect-Engineer Initiative.



Acquisition Tuition Assistance Program Available to All

The Director, Acquisition Career Management, is responsible for helping you obtain the education, training, and career progression you need to meet Defense Acquisition Workforce Improvement Act educational requirements as outlined in DoD Directive 5000.52-M. To assist with

this, the Acquisition Career Management Office has established the Acquisition Tuition Assistance Program, which affords all employees the opportunity to compete for tuition assistance at the institution of their choice. This program requires you to attend classes within your local com-

muting area during non-duty hours. Tuition costs and lab fees are the only covered expenses.

Details about the program are outlined in the chart below. For more information, log onto the AAC Homepage at <<http://www.dacm.sarda.army.mil>>, or call Ms. Sue Winkler in the Acquisition Career Management Office at (703) 604-7118, DSN 664, e-mail <winkler@sarda.army.mil>.

ATAP Specifics

Program Description	Acquisition Tuition Assistance Program (ATAP)	Requirements	You must maintain grades of "C" or better in undergraduate work and "B" or better in your graduate program and show proof to obtain continued funding. The education disciplines are limited to those that underpin the acquisition function as described in the DoD Directive 5000.52-M, Acquisition Career Development Program.
Length	Dependent upon the program of study and school		
Location	Nationally or regionally accredited schools within your local commuting area		
Programs Curriculum and Benefits	The ATAP will provide funding to enable employees to meet the requirements of DAWIA. Application for a second Master's degree will be considered if: <ul style="list-style-type: none"> it is appropriate for your acquisition career goal; it is documented and approved on your Individual Development Plan; it is in a discipline that underpins the acquisition function and is not a duplicate discipline of your present Master's degree. it provides a clear benefit to the Army; and your present Master's degree was not funded by the Director, Acquisition Career Management. 	Who Should Apply	For Bachelor's degree and 12 or 24 business credits, civilian members of Army Acquisition Workforce. For Master's degree, members of the Army Acquisition Corps and the Corps Eligible Program. All members must be currently serving in an acquisition position.
		Program Date	Coincides with the school class schedule. ATAP suspense dates are June 1 and October 1 of each fiscal year.

New Position, continued from page 1
a nine state area (Tennessee, Georgia, Florida, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma and Texas) in the Southern Region. The intent of the program is to increase awareness of and participation by the workforce and the senior leadership in acquisition career management initiatives. As Special Assistant/Regional Director, Ms. Maples

will be responsible for providing acquisition career management information to the workforce. She will be the source of primary guidance for all areas of acquisition career management and be responsible for the Army Acquisition Workforce Regional Training Program and the local boards required to support the program.

This program offers an exciting opportunity to provide better and more accessi-

ble support to the Army Acquisition Workforce in the Southern Region. The Southern Region has a wealth of opportunities for the AAW to gain career-broadening experience without having to geographically relocate.

For more information please contact Mr. Anthony Echols, SARD-ZAC, at (703) 604-7145, DSN, 664-7145, or e-mail <echolsa@sarda.army.mil>.

FY99 PEO/DSA/PM

Regional and Annual Acquisition Workshops

Plans are underway for the FY99 PEO/DSA/PM regional and annual acquisition workshops. Attendees at the regional workshops will include the Army Acquisition Executive; Director for Acquisition Career Management; Deputy Director for Acquisition Career Management; Director of Information Systems for Command, Control, Communications

and Computers; Deputy Commanding Generals for the U.S. Army Materiel Command (AMC) and the U.S. Army Space and Missile Defense Command; Program Executive Officers; Deputies for Systems Acquisition; Direct Reporting PMs; and those PMs and Acquisition Commanders in the host geographic region. Attendees at the annual workshop will also include all PMs and Acquisition Commanders regardless of geographical region. This will be a joint initiative between the Assistant Secretary of the Army for Acquisition, Logistics and Technology and AMC. Two regional workshops are planned for the remainder of FY '99, culminating with the annual workshop in Huntsville, Alabama.

The remaining FY99 schedule is as follows:

DATE	LOCATION	POC
May 4–5, 1999	Fort Monmouth, NJ	AMC
Aug 24–26, 1999	Huntsville, AL	OASARDA

Workshop Coordinators are as follows:

OASARDA	Teresa Wright-Johnson	(703) 604-7174/DSN 664-7174
	Karen Walker	(703) 604-7112/DSN 664-7112
AMC	COL Lee Parker	(703) 617-9196/DSN 767-9196

Kudos to...

Kelly Irvin, who was recently selected as Honorary CECOM Acquisition Center Employee of the First Quarter, FY 1999. Deputy Director, Acquisition Career Management Keith Charles applauded Ms. Irvin for her untiring efforts in providing CECOM with the very best in customer support, her volunteer work in organizing command activities for children and fundraising events, and her contributions to the entire community. Ms. Irvin is the Acquisition Workforce Support Specialist (AWSS) for the Fort Monmouth, New Jersey region and has been a member of the acquisition community there for more than five years. She also received the AWSS of the Year award for 1997.

Toni Gaines, Acquisition Career Management Advocate for Headquarters, FORSCOM and AAC member, winner of the 1997 Secretary of the Army Professionalism in Contracting Award (Civilian). The award cited Ms. Gaines for her selfless leadership to FORSCOM's contracting mission, her innovation and enhancement of the contracting profession, and her mentorship.

Operational Experience, continued from page 3

- National Training Center (NTC), Fort Irwin, California
- Joint Readiness Training Center (JRTC), Fort Polk, Louisiana
- US Army Contracting Command, Seoul, Korea
- Fort Hood, Texas
- Fort Lewis, Washington

Operational Experience assignments will typically last from one to three weeks, with some lasting up to six months. Assignments will take place in a tactical environment—with soldiers in a unit, or in a non-tactical environment—with soldiers in a classroom.

Typical assignments include, but are not limited to, the following:

- Assignments at the National Training Center include orientation visits with the opportunity to observe/participate in brigade/battalion force-on-force war-fighting exercises, overnight bivouacs with the Opposing Force, and/or rotations through the Army Materiel Command's Science Advisor Office located at the NTC to serve as the communications link between the soldier and the research and development community.
- At the Joint Readiness Training Center, individuals will have the

opportunity to observe and participate in readiness training exercises at the squad and platoon levels. Individuals will be issued TA-50 (field equipment) and uniforms, and participate in overnight bivouacs in the field with soldiers.

- At the U.S. Army Contracting Command in Seoul, Korea, participants will have the opportunity to prepare and participate in contingency exercises, develop contingency contracts for requiring activities, work with personnel of the Contract Administrative Branch to resolve problem contracts, and/or

Operational Experience, continued on page 11



Operational Experience participants at the NTC discussing tactics and functions of an AH 64A Apache attack helicopter.

Operational Experience, continued from page 10

support the Contract Services Branch in the preparation of contingency contracts and flood damage contracts within the Command's entire Theater of Operations. Participants in these assignments must be able to endure wearing Mission Oriented Protective Posture (MOPP) IV gear (gas mask, protective clothing, etc.) for short periods of time.

- At Fort Hood, Texas and Fort Lewis, Washington, participants will have the opportunity to observe how the warfighter operates in a field training environment. Individuals will witness Tank Gunnery Exercises, Platoon Lanes Training, Tank Gunnery Qualification and unit recovery after completion of Field Training Exercises.

The ACMO will be accepting applications for Operational Experiences announced in the Army Education, Training and Experience (AETE) Catalog. Workforce members can find the AETE Catalog on the Army Acquisition Corp (AAC) Homepage <<http://dacm.sarda.army.mil>> under the Career Development section. Operational Experience assignments will be funded by the Acquisition Career Management Office, however, a participant's organization will still be responsible for funding the participant's salary. Announcements in the AETE Catalog provide additional information on each experience and detailed instructions on how members of the AAW can apply for their desired experience. A board to select participants for current announcements was held March 4, 1999. The next board is scheduled occur in June 1999. Interested individuals should review the application instructions at the back of the AETE Catalog for information on deadlines for submitting applications. Workforce members can also contact the ACMO points of contact listed in the AETE Catalog for further information.

Career Calendar

Date	Event	Location
April 15-16	AAC/AAW Roadshow	FORSCOM, Atlanta, GA
April 28-29	AAC/AAW Roadshow	TRADOC, Fort Monroe, Fort Lee, and Fort Eustis, VA
May 3	AAC/AAW Roadshow	CECOM, Fort Monmouth, NJ
May 4-5	PEO/DSA/PM Regional Acquisition Workshop	CECOM, Fort Monmouth, NJ,
May 4-6	AAC/AAW Roadshow	ARDEC, Picatinny Arsenal, NJ
May 19-20	AAC/AAW Roadshow	FORSCOM, Fort Bragg, NC
June 8-9	AAC/AAW Roadshow	IOC, Rock Island, IL
June 15-16	AAC/AAW Roadshow	TACOM, Warren, MI
July 10-14	AAC/AAW Roadshow	Europe, Germany
August 24-25	AAC/AAW Roadshow	Huntsville, AL
August 24-26	PEO/DSA/PM Annual Acquisition Workshop	Huntsville, AL

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Comments/Suggestions: _____

Send to: Acquisition Career Management Office
ATTN: SARD-ZAC (Brian Wells)
Assistant Secretary of the Army (Logistics and Training and Acquisition)
2511 Jefferson Davis Highway, 10th Floor
Arlington, VA 22202-3911

Fax: (703) 604-8178, DSN: 664-8178

E-mail: wells@arda.army.mil

Voice: (703) 604-7122, DSN: 664-7122

Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or information, or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

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